

all applicable laws and regulations, and to minimize, prevent, or promptly detect and correct any instances of fraud, waste, abuse, and mismanagement. The control environment will include promoting internal control knowledge and awareness among all staff.

While the entrenchment of strong internal controls requires the active involvement of all agency personnel, this council recognizes that the most effective means of maintaining a robust internal controls environment requires a definitive and united “tone at the top.” This council involves the senior leaders and key managers who are all committed to this mission and the continual improvement of the internal controls environment of the FEC.

During FY18, the SMC formally met to review and assess the risk profile for the agency. The SMC adjusted the agency’s risk profile after the departure of a Commissioner and after the move to the new building location. Management is committed to regularly assessing the agency’s risk profile and ensuring that adequate measures are in place to mitigate any risks. The SMC also communicated regularly when reviewing the annual A-123 submissions from FEC divisions.

Challenge 2: Longstanding Vacancies in Senior Leadership Positions

Management acknowledges that there are vacancies throughout the agency. Management continues to work with the Personnel and Finance committees for approval to post and hire qualified individuals for all of the identified positions. As identified by the OIG, the positions of Chief Financial Officer, General Counsel, Deputy Staff Director for Management and Administration, and the Deputy Chief Information Officer for Operations are all currently filled by qualified full-time employees on an acting basis. By statute, only the Commission can select a permanent General Counsel and Inspector General; and by agency practice, the same is true of the Chief Financial Officer. The Commission has recently selected an Inspector General and is nearing the conclusion of the hiring process for a Chief Financial Officer. Additionally, the Personnel Committee has approved the following positions to be filled on a permanent basis: Deputy Staff Director for Management and Administration, Deputy Chief Information Officer for Operations, and Chief Information Security Officer. All of these positions are currently in the hiring process and we anticipate concluding the hiring process in the next couple of months. As the senior leadership vacancies are filled, the Personnel and Finance Committees will closely scrutinize any remaining vacancies. In light of recent budget guidance from the Office of Management and Budget, prudent management requires that close examination is paid to the potential impact of each vacancy that is approved to hire. The Personnel and Finance Committees are committed to analyzing the current FEC workforce and looking ahead to fiscal years in order to avoid having to implement a reduction in force.

Challenge 3: Organizational Structure

A. Information Security Program

OIG raises the concern that the FEC Information Security Program needs to be prioritized. Management shares this view and has committed considerable resources towards